

BROADCAST EEO – RECRUITING LOG

EEO Public File Report

KCTS Television, Seattle, WA

October 1, 2010 – September 30, 2011

Positions Filled

Full-Time Position	Position Title	Recruitment Period	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
292	Vice President of Content	7/30/2010-3/2/2011	3/2/2011	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Broadcasting & Cable	0	0
				CPB	0	0
				Current	1	0
				NATAS NW	0	0
				NETA	0	0
				PBMA	0	0
				Variety Media Careers	0	0
				Referral	3	1
293	Database Manager	8/6/2010-9/29/2010	9/29/2010	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website	0	0
				Blackbaud	0	0
				Idealist	0	0
				NDOA	0	0
				NW Jobs	1	1
				Referral	2	0
	* See Attached List of Recruitment Sources			for Contact Information		

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296	Producer	10/22/2010-1/7/2011	1/7/2011	KCTS Internal Announcements and Bulletins	1	0
				KCTS Website, Facebook & Twitter	0	0
				AAJA	0	0
				CPB	0	0
				Current	0	0
				Journalism Jobs	0	0
				LinkedIn	0	0
				NABJ	0	0
				NAHJ	0	0
				NATAS NW	0	0
				NETA	0	0
				PBMA	0	0
				PBS Connect	0	0
				TV Jobs	0	0
				WSAB	0	0
				602 Communications	0	0
				Referral	1	1
298	Online Journalist	1/25/2011-4/15/2011	4/15/2011	KCTS Internal Announcements and Bulletins	1	0
				KCTS Website, Facebook & Twitter	0	0
				AAJA	0	0
				Current	0	0
				Indeed	0	0
				Journalism Jobs	1	0
				Journalism Next	0	0
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298	Online Journalist (continued)	1/25/2011-4/15/2011	4/15/2011	LinkedIn	0	0
				NABJ	0	0
				NAHJ	0	0
				NATAS NW	0	0
				NETA	0	0
				Online News Association	0	0
				PBMA	0	0
				PBS Connect	0	0
				TV Jobs	0	0
				WSAB	0	0
				Other	1	0
				Referral	1	1
299	Director of Human Resources	2/1/2011-4/8/2011	4/8/2011	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website, Facebook & Twitter	0	0
				Idealist	1	0
				LinkedIn	2	0
				NW Jobs	1	0
				SHRM Seattle	0	0
				Other	1	0
				Referral	2	1
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301	Traffic Specialist I	5/9/2011-6/23/011	6/23/2011	KCTS Internal Announcements and Bulletins	3	1
				KCTS Website, Facebook & Twitter	1	0
				Craigs List	0	0
				NATAS NW	0	0
				NW Jobs	0	0
				PBS Connect	0	0
				UW	0	0
				WSAB	0	0
302	Content Development Coordinator	5/13/2011-5/20/2011	5/20/2011	KCTS Internal Announcements and Bulletins	0	0
				Referral	1	1
303	Database Coordinator	5/26/2011-8/29/2011	8/29/2011	KCTS Internal Announcements and Bulletins	1	0
				KCTS Website, Facebook & Twitter	0	0
				Blackbaud	0	0
				Idealist	4	0
				NDOA	0	0
				UW iSchool	0	0
				Other	2	1
306	On-Air Promotion Producer	7/22/2011-9/12/2011	9/12/2011	KCTS Internal Announcements and Bulletins	1	1
				KCTS Website, Facebook & Twitter	0	0
				AI	0	0
				LinkedIn	0	0
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306	On-Air Promotion Producer (continued)	7/22/2011-9/12/2011	9/12/2011	NATAS NW	0	0
				WSAB	0	0
				WA State University	0	0
				602 Communications	0	0
307	Managing Director of Production	7/29/2011-present	TBD	KCTS Internal Announcements and Bulletins	1	0
				KCTS Website	0	0
				AAJA	0	0
				CPB	0	0
				Current	1	0
				NABJ	0	0
				NAHJ	0	0
				NATAS NW	0	0
				NETA	0	0
				PBMA	0	0
				PBS Connect	0	0
				WSAB	0	0
				Referral	2	0
310	Senior Grants Writer	9/5/2011-present	TBD	KCTS Internal Announcements and Bulletins	0	0
				KCTS Website, Facebook & Twitter	0	0
				Chronicle of Philanthropy	0	0
				Idealist	0	0
				NDOA	0	0
	* See Attached List of Recruitment Sources			for Contact Information		

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Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No	Recruitment Source	Contact Information	Total Interviewed	Entitled to Notification
1	KCTS Internal Announcements & Bulletins (Internal website, Lunchroom, internal newsletter, volunteer newsletter, KYVE and Channel 9) 401 Mercer Street , Seattle, WA 98109	206.728.6463 Human Resources Generalist	8	N/A
2	KCTS Website, Facebook & Twitter 401 Mercer Street, Seattle, WA 98109	http://www.kcts9.org 206.728.6463 Human Resources Generalist and Publication & Promotion Producer	1	N/A
3	KCTS Board of Directors c/o KCTS , 401 Mercer Street Seattle, WA 98109	Various via email	0	N/A
4	602 Communications 4349 E. Colter Street, Phoenix, AZ 85018	http://602communications.com 602.954.8373	0	N
5	Asian American Journalist Association (AAJA) 5 Third Street, Suite 1108, San Francisco, CA 94103	http://www.aaaja.org 415 346-2051 KCTS account name: kctsjobs	0	N
6	Broadcasting & Cable 810 Seventh Ave., 27th Floor I, New York, NY 10019	http://www.broadcastingcable.com 212.378.0400 ext. 517 Zahra Majma, email: ZMajma@nbmedia.com	0	N
7	Chronicle of Philanthropy 1255 Twenty-Third St, N.W., Washington, D.C. 20037	http://philanthropy.com/section/Jobs/224/ KCTS account name: jobs@kcts9.org	0	N
8	Corporation for Public Broadcasting (CPB) 401 Ninth Street NW, Washington, DC 20004	http://www.cpb.org/jobline 202.879.9600 KCTS account name: jobs@kcts9.org	0	N

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9	Craigs List San Francisco, CA	https://post.craigslist.org/sea/J/ofc KCTS 9 account name: jobs@kcts.org	0	N
10	Current 6930 Carroll Ave., Suite 350, Takoma Park, MD 2091	http://www.current.org/advertise 877.745.8776 ext. 1	2	N
11	Idealist (Action without Borders) 79 Fifth Avenue, 17 th Floor, New York, NY 10003	http://www.idealist.org 646.290.7725 KCTS account name: ctzau@kcts.org	5	N
12	Indeed 177 Broad Street, 6th Floor, Stamford, CT 06901	http://www.indeed.com KCTS account name: jobs@KCTS9.org	0	N
13	Jobs at Non Profit (Blackbaud) 2000 Daniel Island Drive, Charleston, SC 29492	http://www.jobsatnonprofits.com 1.800.443.9441 KCTS account name: kctsjobs	0	N
14	Journalism Jobs Berkeley, California	http://journalismjobs.com 510.653.1521 KCTS account name: jobs@KCTS9.org	1	N
15	Journalism Next Virginia	http://www.journalismnext.com 703.629.0178 KCTS account name: kctsjobs	0	N
16	LinkedIn 2029 Stierlin Court, Mountain View, CA 94043	http://www.linkedin.com	2	N
17	National Academy of Television Arts & Science: Northwest Chapter (NATAS NW) PO Box 58530, Seattle, WA 98138	http://www.natasnw.org 206.575.3444	0	N
18	National Association of Black Journalists (NABJ) 1100 Knight Hall, Suite 3100, College Park, Maryland 20742	http://www.nabj.org 301.405.0248 KCTS account name: jobs@KCTS9.org	0	N

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19	National Association of Hispanic Journalists (NAHJ) 1000 National Press Building, 529 14th Street NW, Washington, DC 20045	http://www.nahj.org 202.662.7145 KCTS account name: internships@KCTS9.org	0	N
20	National Educational Telecommunications Association (NETA) PO Box 50008, Columbia, SC 29250	http://www.netaonline.org 803.799.5517	0	N
21	Northwest Development Officers Association (NDOA) 2150 N 107 th Street , Suite 205, Seattle WA 98133	http://www.ndoa.org 206.367.8704	0	N
22	NW Jobs PO Box 70, Seattle, WA 98111	http://marketplace.nwsourc.com/jobs 206.652.6545 Ed Wenick , email: ewenick@seattletimes.com	2	N
23	Online News Association P.O. Box 6574, Washington, DC 20035	http://journalists.org 646.290.7900	0	N
24	PBS Connect Online Job Forums	http://connect.pbs.org KCTS account name: jobs@kcts.org	0	N
25	Public Broadcasting Management Association (PBMA) 939 S. Stadium Road, Columbia, SC 29201	http://www.pbma.org 803.799.5517	0	N
26	SHRM Seattle 1700 Seventh Avenue, Suite 2100 – PMB 158, Seattle, WA 98101	http://www.shrm-seattle.com 206.575.0557	0	N
27	TV Jobs PO Box 4116, Oceanside, CA, 92052	http://www.tvjobs.com 1.800.374.0119 KCTS account name: kctsjobs	0	N

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28	Variety Media Careers 5900 Wilshire Blvd., Suite 3100, Los Angeles, CA 90036	http://www.varietymediacaers.com 323.617.9100 KCTS account name: user: jobs@KCTS9.org	0	N
29	Washington State Association of Broadcasters (WSAB) 724 Columbia Street N.W., Suite 310 Olympia, WA 98501	http://www.wsab.org 360.705.0774	0	N
	Schools:			
30	AI 2323 Elliott Avenue, Seattle, WA 98121	http://www.artinstitutes.edu 206-239-2337 Scott MacIntire, email: smacintire@aai.edu	0	N
31	UW Information School (iSchool) Box 352840, Mary Gates Hall, Ste 370, Seattle, WA 98195	Wendie Phillips, email: wrp@uw.edu	0	N
32	UW Husky Job Board University of Washington, Box 352810, Seattle, WA 98195	https://washington.edu 206-543-0535 KCTS account name: ctzau@kcts.org	0	N
33	Washington State University P.O. Box 641068, Pullman, WA 99164	http://www.wsu.edu 509-335-6000 KCTS 9 account name: internships@kcts9.org	0	N
34	Other	Job Search Engines such as Indeed.com	4	N
35	Referrals: “word of mouth”	Various KCTS Television Employees Community Board Leaders	12	N
	TOTAL INTERVIEWS:		37	N/A

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Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2009 – September 30, 2011 (Note: 4 Longer-Term Recruitment Initiatives to be completed during this 2 year period)					
Initiative: Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	1/21/2010	University of Washington Diversity Career Fair	Outreach to potential job candidates and interns with a focus on diversity and equality in the workplace.	Booth set-up during the entire event.	Candida Tzau, Human Resources Generalist Hildy Ko, Television Program Coordinator Vanessa Pantley & Naser ElMasry, Production Interns Katie Drake, Development Intern
2.	7/20/2010	Diversity Employment Day Career Fair	Outreach to potential candidates with a focus on diversity and equality in the workplace.	Participation in diversity roundtable talks and booth set-up the entire day of the career fair.	Candida Tzau, Human Resources Generalist Laura Spies, Executive Director of Human Resources Maureen Rossmeier, Engineering Manager Randy Brinson, Executive Director of Content Development Sheldon Bukantz, Broadcast Technician III
3.	2/3/2011	Seattle U Internship Fair	Annual fair to promote companies with formal internship programs. Goal is to connect students with high quality internship programs	Booth set-up during the entire event.	Candida Tzau, Human Resources Generalist Ethan Morris, Senior Producer Michelle Jaquish, Community Outreach Intern
4.	2/23/2011	UW Internship Fair	Attending companies will have the chance to meet a wide variety of highly qualified UW students from programs and majors throughout the University.	Booth set-up during the entire event.	Candida Tzau, Human Resources Generalist Kevin Bang, New Media Producer Brook Ellingwood, Interactive Producer/ Experience Architect Michelle Jaquish & Cindy Espe, Community Outreach Interns Sean Fraser, Communications Intern

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Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2009 – September 30, 2011 (Note: 4 Longer-Term Recruitment Initiatives to be completed during this 2 year period)				
Initiative: Participate in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days , workshops, and similar activities				
No.	Date	Initiative/Description	Scope of Involvement	Personnel Involved
1.	4/11/2010-4/17/2010	Pacific Lutheran University SOAC (School of Arts and Communications) Week	Participated on their alumni panel on 4/16/2010. The panel discussed a variety of topics including social media experience; internships; job shadows; tips for following up with employers; the interview; and being a well-rounded employee with design, photography, PR, and general business knowledge and higher education.	Cathy Britt, Marketing and Communications Specialist
2.	7/20/2010	Diversity Employment Day Career Fair	Participation in diversity roundtable talks and booth set-up the entire day of the career fair.	Candida Tzau, Human Resources Generalist
3.	8/4/2010	Muslim Youth Leadership Program (MYLP) 8/1/2010-8/4/2010	The focus of this CAIR-Washington program is to help youth explore careers in media, law, public relations, philanthropy, government affairs, and other fields in which American Muslims are under-represented.	Beth Savage, VP of Development Enrique Cerna, Executive Director of Production and Executive Producer Jabran Soubeih, Executive Director of Engineering and Technical Planning Stephen Hegg, Senior Producer, Pledge
4.	4/23/2011	Holy Names Academy Career Day	Career day for grades 9-11 at local school serving young women of diverse ethnic, economic, and religious backgrounds.	Hildy Ko, TV Program Schedule Manager Dave Ko, Director/Editor/Videographer

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5.	7/13/2011	Muslim Youth Leadership Program (MYLP) 7/10/2011-7/14/2011	The focus of this CAIR-Washington program is to help youth explore careers in media, law, public relations, philanthropy, government affairs, and other fields in which American Muslims are under-represented.	Daphne Adair, Executive Director of Marketing And Communications Maureen Rossmeier, Engineering Manager Amy Jolley, Legal Affairs Manager Hildy Ko, TV Program Schedule Manager Don LaCombe, Production Manager Stephen Hegg, Senior Producer-Pledge Katie Campbell, Online Journalist Candida Tzau, HR Generalist	
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Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2010 – September 30, 2011

Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

Internships: The goal of the Internship Program is to prepare the participants for possible careers in broadcasting and related professions while furthering KCTS Television's connection to the community, its recruiting efforts and diversity initiatives. KCTS Television will attempt to meet the requirements of each school's program as closely as possible in order to enhance the experience for its interns. Internships include interactive, work study and job shadowing.

No.	Date	Intern's Name	Scope of Involvement	Personnel Involved
1.	4/13/2010-1/13/2011	Lisa Lester	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
2.	4/13/2010-12/10/2010	Rebeca Ambriz De Olivera	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
3.	6/14/2010-present	Faith Tsuruda	Web Production Intern	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
4.	6/16/2010-10/3/2010	Carolina Covelli	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
5.	8/23/2010-1/27/2011	Mary Perkins	Interactive Content Coordination Intern	Kevin Bang, New Media Producer
6.	9/8/2010-1/11/2011	Annika Wiesenbach	Web Production Intern	Kevin Bang, New Media Producer
7.	9/9/2010-12/10/2010	Elizabeth Wang	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
8.	9/21/2010-6/30/2011	Carly Christensen	Production Intern	Lesley McClurg, Associate Producer Ethan Morris, Senior Producer
9.	9/21/2010-6/30/2011	Joshua Madison	Production Intern	Lesley McClurg, Associate Producer Ethan Morris, Senior Producer
10.	10/4/2010-12/13/2010	Emily Phillips	Communications Intern	Jason Pagano, Media Relations Specialist

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11.	10/4/2010-6/10/2011	Sean Fraser	Communications Intern Production Intern	Jason Pagano, Media Relations Specialist Ethan Morris, Producer
12.	10/11/2010-12/23/2010	Barbara Odell	Production Intern	Lesley McClurg, Associate Producer Ethan Morris, Senior Producer
13.	1/3/2011-6/10/2011	Amelia Marckworth	Communications Intern: 1/3/2011-3/21/2011 Community Outreach Intern: 3/29/2011-6/10/2011	Jason Pagano, Media Relations Specialist Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
14.	1/7/2011-3/8/2011	Melanie Son	Web Production Intern	Kevin Bang, New Media Producer
15.	1/18/2011-5/27/2011	Heather Takacs	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
16.	1/19/2011-8/26/2011	Amy Clark	Web Production Intern	Kevin Bang, New Media Producer
17.	1/21/2011-6/1/2011	Cynthia Espe	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
18.	1/21/2011-6/2/2011	Michelle Jaquish	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
19.	1/21/2011-6/10/2011	Taylor Green	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
20.	1/24/2011-5/17/2011	A.J. Roberts	Broadcast Engineer Intern	Jabran Soubeih, Executive Director of Engineering and Technical Planning
21.	1/31/2011-6/2/2011	Che-Wei Hu	Interactive User Experience Intern	Brook Ellingwood, Interactive Producer/Experience Architect
22.	2/1/2011-7/29/2011	Houria Rollosso	Production Intern	Ethan Morris, Senior Producer Daniel Kopec, Producer
23.	3/29/2011-6/10/2011	Hoa Do	Communications Intern	Jason Pagano, Media Relations Specialist
24.	4/14/2011-present	Amelia Greim	Reel NW Production Intern	Dan Dumas, Associate Producer

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25.	4/15/2011-present	Mai Bouchet	Web Production Intern	Kevin Bang, Interactive Producer
26.	5/18/2011-8/25/2011	Colette Kent	Production Intern	Ethan Morris, Senior Producer Daniel Kopec, Producer
27.	5/23/2011	Dalia Mendoza	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
28.	6/1/2011-8/30/2011	Mackenna Lewis	Production Intern	Stefanie Malone, Community Outreach Manager Ethan Morris, Senior Producer
29.	6/6/2011-8/15/2011	Emily Phillips	Production Intern	Ethan Morris, Senior Producer Daniel Kopec, Producer
30.	6/6/2011-8/5/2011	Erin White	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
31.	6/7/2011-8/11/2011	Kisa Yonker	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
32.	6/9/2011-8/18/2011	Megan Rosenfeld	Programming & Traffic Intern	Hildy Ko, TV Program Schedule Manager
33.	6/13/2011-8/31/2011	Christina Foster	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
34.	6/13/2011-9/22/2011	Jean Burnet	Production Intern	Ethan Morris, Senior Producer Daniel Kopec, Producer
35.	6/21/2011-9/14/2011	Brennen Birch	Interactive User Experience Intern	Brook Ellingwood, Interactive Producer/Experience Architect
36.	6/21/2011-8/22/2011	Laura Brown	Research & Production Intern	Stephen Hegg, Senior Producer, Pledge John Lindsay, VP of Content Emma Dively, Content Development Coordinator
37.	9/1/2011-present	Evelyn Osborn	Production Intern	Daniel Kopec, Producer
38.	9/8/2011-present	Evan Yang	Communications Intern	Jason Pagano, Media Relations Specialist

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39.	9/12/2011-present	Ben Heath	Community Outreach Intern	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
40.	9/22/2011-present	Nanako Era	Web Production Intern	Kevin Bang, Interactive Producer
41.	9/27/2011-present	Christine Carlton	Content Coordination Intern	John Lindsay, VP of Content Emma Dively, Content Development Coordinator
42.	9/28/2011-present	Traci Tate	Content Coordination Intern	John Lindsay, VP of Content Emma Dively, Content Development Coordinator

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Prong 3 Longer-Term Recruitment Initiatives Implemented During October 1, 2010 – September 30, 2011

Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	10/10/2010	Offsite, Tacoma	National Race & Pedagogy Conference	Theme of the conference was "Teaching and Learning for Justice: Danger and Opportunity in Our Critical Moment". Considerations around race and education.	Tony Gomez, Educational Services Coordinator
2.	10/11/2010- 10/12/2010	Offsite, Tukwila	Effectively Communicating About Science Education in Washington State	Topics covered included: learning to create a clear, concise and convincing message that you can use with a variety of audiences; developing skills and knowledge needed to communicate, promote and/or change systems and policies that support effective science education; and discovering how to introduce your expert voice into educational dialogues with community stakeholders.	Reenie Scott, Grants and Foundation Manager
3.	10/15/2010	Offsite, Seattle	SharePoint 2010 Palooza	Conference focused on all things SharePoint for various business uses and networking among SharePoint users. Topics covered included: Enterprise Content Management, Information and Business Process, and SharePoint Administration.	Rob Emerson, Network Support Specialist
4.	10/22/2010	Offsite, Seattle	Milliman's 39 th Annual Employee Benefits Conference	Conference focusing on trends and tools to maximize resources. Topics covered included: analyzing the employer cost of health care reform and retirement planning & readiness tools.	Sheryl Roberts, Payroll and Benefits Manager
5.	10/28/2010- 10/30/2010	Offsite, Washington DC	ONA10, Online News Association Conference,	A premier gathering of highly engaged digital journalists who are shaping the future of journalism and technology. Sessions on new tools, techniques and technologies; advancements and challenges in the industry; sharing best practices with peers; and ethics.	Brook Ellingwood, Interactive Producer/ Experience Architect

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6.	11/2/2010-11/3/2010	Onsite, KCTS	The Raiser's Edge Essentials Part I	Course provided a basic user overview, which included: a walkthrough of the Raiser's Edge interface, an introduction to the various modules, and a general overview of data entry procedure.	Deborah Slattery, Database Manager
7.	11/4/2010-11/5/2010	Onsite, KCTS	The Raiser's Edge Essentials Part II	Course introduced some of the advanced user functions of Raiser's Edge including the query mechanism, importing/exporting, and report development.	Deborah Slattery, Database Manager
8.	11/5/2010	Onsite, KCTS	CPB Compliance Webinar	Five specific areas were discussed: meetings which must be open to the public; financial info. which must be made available to the public; community advisory boards which must be established by certain stations; equal employment opportunity regulations and reporting requirements which must be observed; and donor list and political activities requirements	Nancy Geiger, CFO & VP of Administration Candida Tzau, HR Generalist Tula Urdaz-White, Production Business Manager Bruce Roscoe, Controller
9.	11/10/2010	Offsite, Vancouver, BC	Vancouver Employment & Labour Conference 2010	Topics covered included: human rights law, privacy issues, effective workplace investigations, changes to immigration law, and confidentiality covenants.	Nancy Geiger, CFO & VP of Administration
	11/10/2010-11/13/2010	Offsite, Palm Desert	American Public Television Fall Marketplace	Review programs being offered to stations by APT, network with other programming professionals, and a professional development meeting.	Hildy Ko, TV Program Schedule Manager
10.	12/2/2010	Offsite, Seattle	2010 Western Washington Diversity and Inclusion Conference and	Share innovative best practices and strategies, and obtain tools to create diversity initiatives that utilizes the talents of every employee within the organization.	Laura Spies, Executive Director of Human Resources
11.	12/10/2010	Offsite, Seattle	Roadmap to education Conference	Goal of the Road Map Project is to double the number of students in South King County and South Seattle who are on track to graduate from college or earn a career credential by 2020. Conference connected early childhood education with K-12 classrooms.	Lisa Johnson, Educational Services Coordinator

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12.	12/16/2010-12/17/2010	Offsite, SeaTac	Skillpath's Two-Day Fundamentals of Accounting Seminar for Non-financial Managers	Purpose: To help non-finance managers gain the finance and accounting savvy needed to plan budgets, justify requests and spot problems before they get out of hand. Teaches practical financial skills to make better management decisions.	Bonnie Rice, Senior Executive Assistant
13.	1/12/2011-1/13/2011	Offsite, Seattle	Effectively Communicating About Science Education in Washington State	Follow-up to the 10/11/2010 & 10/12/2010 workshops focusing exclusively on oral communication and advocacy.	Reenie Scott, Director, Office of the President
14.	2/23/2011	Offsite, Seattle	Accounting in the Cloud	A primer on the Cloud and SaaS, an accounting perspective on corporate adoption of the Cloud, The Cloud, CPM, and the CFO.	Nancy Geiger, CFO & VP of Administration
15.	3/10/2011-3/11/2011	Offsite, Austin	iMA Conference	Conference dedicated to bringing public media professionals together to innovate, increase effectiveness and work more efficiently to raise the bar in providing quality service to our communities.	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
16.	3/10/2011-3/15/2011	Offsite, Austin	iMA & SXSW Interactive	iMA conference: dedicated to bringing public media professionals together to innovate, increase effectiveness and work more efficiently to raise the bar in providing quality service to our communities. SXSW Interactive: Annual conference that focuses on education and collaboration around emerging media and technology.	Julianne Lamsek, Technology Director Kevin Bang, New Media Producer
17.	3/15/2011	Offsite, Seattle	Speed Reading Financial Statements	Efficient financial statement review practices for nonprofit Board members presented by Jacobsen Jarvis Tax Partner CPAs.	Bonnie Rice, Senior Executive Assistant
18.	3/24/2011	Offsite, Seattle	Morgan Stanley Smith Barney Not for Profit Seminar	Update on Not-for-Profit GAAP, law and related topics	Nancy Geiger, CFO & VP of Administration
19.	3/25/2011	Offsite, Seattle	Microsoft Dynamics 7.0 Systems Administration course	Course develops understanding of technologies and techniques necessary to successfully manage Dynamics SL installation. Covers the basics of	Tom Breit, Network & Systems Administrator

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				installation and setup, as well as advanced topics such as optimization.	
20.	4/3/2011-4/4/2011	Offsite, Washington DC	Association of Public Television	Annual conference for member stations to develop and support effective response to current issues and funding.	Maurice "Moss" Bresnahan, President & CEO
21.	4/6/2011-4/9/2011	Offsite, Las Vegas	PBS Technology Conference	Gathering for broadcast engineers, IT and traffic professionals, as well as General Managers and senior executives within public TV. A forum for education, professional development, and exposure to new ideas and technologies.	Maurice "Moss" Bresnahan, President & CEO Julianne Lamsek, Technology Director
22.	4/12/2011-4/14/2011	Offsite, Alexandria	PBS Education Conference	Overview of educational offerings from PBS, strategies for serving the educational community, marketing and outreach sessions aimed at teachers.	Stefanie Malone, Community Outreach Manager Tony Gomez, Community Outreach Coordinator
23.	4/13/2011	Offsite, Seattle	PSAMA luncheon on research	Learn about businesses using opinion research to strengthen their brand (customer experience of the business).	Daphne Adair, Executive Director of Marketing and Communications
24.	4/19/2011	Offsite, Seattle	Clark Nuber Seminar	Impact that Department of Labor new disclosure requirements for retirement plans have on plan sponsors and service providers (such as providing information to participants).	Sheryl Roberts, Payroll & Benefits Manager
25.	4/20/2011	Offsite, Seattle	Up-to-the-minute Information for Not-for-Profits: Financial Reporting, Federal and State Taxes	Taxation update for Not-for-Profit organizations.	Nancy Geiger, CFO & VP of Administration Bruce Roscoe, Controller
26.	5/9/2011-5/12/2011	Offsite, Seoul Korea	INPUT 2011 (International Public Television)	An international conference that focuses specifically on the innovative programs produced by public rather than commercial broadcasters.	Maurice "Moss" Bresnahan, President & CEO
27.	5/12/2011	Offsite, Seattle	Kibble & Prentice 2011 Employee Benefits Forum & Vendor Fair	Topics covered included how trends will impact the future of health care and employee benefits and a health care reform update.	Dana Keeler, Director of HR Candida Tzau, HR Generalist
28.	5/16/2011	Offsite, Orlando	PBS Annual Meeting & Brand Masters Session	Meeting to learn about national initiatives, share station success	Daphne Adair, Executive Director of Marketing

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				stories, get ideas and tactical support for our industry. Learning sessions focused on brand and promotion (including on air, online and community opportunities) and outreach and educational strategies for stations. Introduction to upcoming programming and initiatives with PBS.	and Communications Stefanie Malone, Community Outreach Manager
29.	5/18/2011	Offsite, Seattle	ANS Notary Public Seminar	Seminar on WA law, taught by a Washington Notary Public from Attorney Notary Services of Washington.	Bonnie Rice, Senior Executive Assistant
30.	5/26/2011	Onsite, KCTS	PBS Connect Training Webinar	PBS Connect offers resources, up-to-the-minute PBS news and community support. This webinar provides an overview of the site and how to make PBS Connect work for you.	Dana Keeler, Director of HR
31.	5/31/11- 6/3/11	Offsite, Nashville	Public Broadcasting Management Association Conference	Continuing education on topics related to accounting, HR, financial management, taxation, administration in public media organizations	Nancy Geiger, CFO & VP of Administration
32.	6/6/2011- 6/10/2011	Offsite, Bellevue	Configuring & Managing SharePoint	Course teaches how to install, configure and administer SharePoint, and also manage and monitor sites and users by using SharePoint 2010.	Rob Emerson, Network Support Specialist
33.	6/16/2011	Onsite, KCTS	"Building a 21 st Century Employee Recognition Strategy	Webinar presented by Theresa Chambers, Chief Motivation Officer Recognition Works. Topics covered included redefining employee recognition as a business strategy, ideas to build a culture of appreciation and exploring the 7 elements of a 21st Century Recognition Strategy.	Dana Keeler, Director of HR Candida Tzau, HR Generalist Sheryl Roberts, Payroll & Benefits Manager Cathy Britt, MarCom Specialist Sara Elward, Manager of Gift Planning Maureen Rossmeier, Engineering Manager
34.	6/21/2011- 8/9/2011	Offsite, Seattle	Digital Photography 1 at Photographic Center NW	Learn basic digital camera functions, printing techniques, and technology as well as core photographic concepts such as depth of field, shutter speed, exposure, and composition.	Jason Pagano, Media Relations Specialist

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35.	6/28/2011- 6/30/2011	Offsite, New York City	Promax Broadcast Design Association annual conference.	Industry conference with training sessions and learning opportunities around broadcast design/promotion.	Lisa Moore, Design Director
36.	7/13/2011	Onsite, KCTS	Online Personal Brand Reputation webex class	Institute of Management Accountants class whose purpose of which was to teach about social media tools and their proper business use.	Nancy Geiger, CFO & VP of Administration
37.	8/30/2011- 9/2/2011	Offsite, San Francisco	Dreamforce	Dreamforce brings together all the leaders in cloud computing to collaborate, connect, and inspire. Featured outstanding keynotes, interactive demos, in-depth discussions and technical training.	Julianne Lamsek, Technology Director
38.	9/19/2011- 9/20/2011	Onsite, KCTS	Raiser's Edge Essentials Part I,	Course provided a basic user overview, which included: a walkthrough of the Raiser's Edge interface, an introduction to the various modules, and a general overview of data entry procedure.	Terrence Cook, Database Coordinator
39.	9/21/2011- 9/22/2011	Onsite, KCTS	Raiser's Edge Essentials Part II	Course introduced some of the advanced user functions of Raiser's Edge including the query mechanism, importing/exporting, and report development.	Terrence Cook, Database Coordinator